

Human Capital Strategic Planning for the DoD-wide AT&L Workforce

Working Group Meeting (WG04-03)

October 22, 2003





HCSP Milestones

Reference	Objective/Milestone	Meeting Date	Status
WG04-01	Kick off Working Group activity	24-25 Sep	✓
WG04-02	Develop template and detailed program plan	1 Oct	✓
WG04-03	Agree on common definition of target population/workforce Gather strategic intent information, meet with Functional reps	22 Oct	
WG04-04	Discuss and validate assumptions Identify methodologies for translating guidance into future desired workforce	19 Nov	
WG04-05	Report results of forecasts Report on progress with future desired workforce requirements	18 Dec	
WG04-06	Prepare for Progress Review	14 Jan	
MT04-01	Conduct Progress Review	2 Feb	
WG04-07	Identify & prioritize planned actions, share best practices	25 Feb	
WG04-08	Provide input to the AT&L Plan Prepare for End of Cycle Review	17 Mar	
MT04-02	End of Cycle Review (Wynne/Chu/SAEs)	31 Mar (tentative)	
WG04-09	Finalize plan		
DUE DATE	Submit Final AT&L HCSP	30 Apr	
WG04-10	Wrap up 2004 cycle, begin planning for 2005	5 May	



Challenges Cross All Elements

Common Assumptions	1. Define the target population for career fields^a 2. Specify the planning horizon^b ✓
Strategic Intent	3. Cultivate the link with P&R for guidance & support^{ab} 4. Obtain additional guidance on competitive sourcing^b
Workforce Characteristics/ Gaps	5. Identify requirements for data systems and modeling tools^{ab} 6. Make progress on competency management^a 7. Report on the top-line by occupational series^b
Source: Policies & Practices	8. Influence the PB-23 and DoD budget^a ^a = Component Feedback ^b = Coordination Comments on Aug 03 Action Memo



Meeting Objectives

- Discuss Feedback on Project Plan & Template
- Provide Status of Supplement to P&R Plan
- Reach Agreement on Definition of Target Population
- Initiate Dialogue and Discuss Requirements for Strategic Guidance from Functional Advisors



Agenda for Today

Time	Topic	Lead
0800 - 0820	Review of Action Items <ul style="list-style-type: none">• Review of Project Plan & Template• Research definitional issues for four career fields• Identify alternatives for addressing issues	Peggy
0820 - 0850	Feedback on Project Plan/Template	Lisa
0850 - 0930	Status of Supplement to P&R Plan	Katherine
0930 - 0945	<i>Break</i>	
0945 - 1130	Definition of Target Populations	Peggy
1130 - 1200	Prep for Discussion with Functional Reps	Lisa
1200 - 1300	<i>Lunch</i>	
1300 - 1330	Introduction of Functional Executive Secretaries	Peggy
1330 - 1400	Overview of Life Cycle Logistics Model	Randy Fowler
1400 - 1430	Discussion - Career Field Strategy	Lisa
1430 - 1445	<i>Break</i>	
1445 - 1530	Discussion - Career Field Strategy	Lisa
1530 - 1600	Next Steps & Action Items	Peggy



Feedback from Components

- **Project Plan**
- **Template**
- **Other Questions/Feedback**



Status of Supplement to P&R Plan

- **Overview of Approach**
- **Review of Matrix**
- **Additional Information Needed**
- **Next Steps**



Defining the Target Population



Expectations for Discussion with Functional Representatives



Lunch Break



Introduction of Functional Reps

Career Field	Functional Advisor	Executive Secretary
Life Cycle Logistics	Lou Kratz	Randy Fowler
Systems Engineering	Mark Schaeffer	Bob Skalamera AnnMarie Choephel Merrill Yee
Contracting	Domenic Cipicchio (Acting)	Karen Clougherty
Program Management	Kevin Carroll	Jesse Stewart



A Sample Business Model: Life Cycle Logistics

Randy Fowler



Status of Business Models

- **Life Cycle Logistics**
- **Systems Engineering**
- **Contracting**
- **Program Management**

What do Components need to know from FAs?



Next Steps & Action Items

- **Component Actions Before November 19**
 - Obtain current workforce data
 - Develop projection assumptions
 - Continue to identify sources of strategic guidance

- **November 19 Working Group Objectives**
 - Discuss and validate projection assumptions – develop assumptions document
 - Identify methodologies for translating guidance into future desired distribution (AT&L/FMP)